



HOUSTON PROFESSIONAL FIRE FIGHTERS

ASSOCIATION LOCAL 341

EST. 1932

PATRICK M. LANCTON
PRESIDENT

JIMMY CAMPBELL
FINANCIAL DIRECTOR

BRIAN WILCOX
COMMUNICATIONS
DIRECTOR

VIA EMAIL

March 28, 2019

Hon. Sylvester Turner
City of Houston
P.O. Box 1562
Houston, Texas 77251

Dear Mayor Turner,

We received your "proposal," which apparently is intended to leave the impression that you might finally end your political and legal war on Houston firefighters and respect the will of the 298,000 Prop B voters. At first glance, the proposal seems to only offer a portion of the pay and benefits over a five-year period. With that in mind, we ask:

1. Does this fully implement parity with HPD, including both base pay and incentives?
2. If you believe it does, please explain in writing so that we can advise our members.
3. If it does not, please explain why the proposal fails to provide parity.

Firefighter layoffs are unnecessary. They were unnecessary during the HPD raises. They are unnecessary now. When you gut HFD from within with yet more budget and personnel cuts, you alone will be responsible for the consequences of diminished public safety services and for the loss of Houston-trained, taxpayer-funded firefighters. Please be prepared to explain why you recently hired hundreds of police and municipal employees yet you insist on terminating firefighter jobs.

Finally, please also explain why the hundreds of millions paid to HPD for 37 percent raises since 2011, including at least \$98 million this year, caused no fiscal crises or city employee layoffs.

When you are serious about resolving our differences, please let us know.

Yours truly,

A handwritten signature in black ink, appearing to read "Marty Lancton", followed by a long horizontal line.

Patrick M. "Marty" Lancton

cc: Houston City Council
Houston Fire Chief Samuel Peña